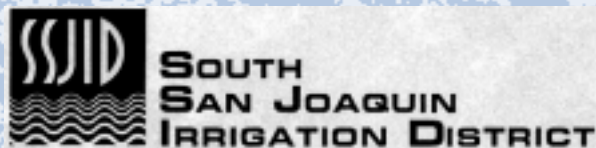


**THE SOUTH  
SAN JOAQUIN  
IRRIGATION DISTRICT  
IS SEEKING A  
WATER TREATMENT  
MANAGER/ASSISTANT  
GENERAL MANAGER**



## A DISTRICT MOVING AHEAD

The South San Joaquin Irrigation District is planning for the future of water and related services for its communities. Headquartered in Manteca, this dynamic public agency is located in the fast-growing area of southeastern San Joaquin County adjacent to the Stanislaus River in California's Central San Joaquin Valley. The District serves a population of 100,000 including the communities of Escalon, Manteca and Ripon. The larger, urban centers of Stockton and Modesto are nearby.

Originally formed in 1909 to deliver irrigation water to the region, the South San Joaquin Irrigation District currently serves 60,000 acres growing almonds, grapes, and a variety of other crops. The District owns historic water rights, an extensive network of water storage reservoirs, hydroelectric generating plants, pipelines and related irrigation delivery facilities.

Recently the District has begun construction of a 40 million gallon per day, \$150 million water treatment plant to supply the communities of Escalon,

Manteca, Lathrop and Tracy with treated surface water over the next 30 years. This landmark project known as the **South County Surface Water Supply Project** will be a major new service for the District that will help meet the present and future water needs of the four cities and reduce their dependence on groundwater. The District will operate and maintain the new plant, located near the District's Woodward Reservoir.

Another example of the District's future planning is its co-ownership of the Tri-Dam Project, a joint effort with the Oakdale Irrigation District. The Tri-Dam Project manages three hydroelectric generating plants on the Stanislaus River. The current FERC licenses for Tri-Dam's hydroelectric facilities are due to expire at the end of 2004 and the District is actively pursuing the re-licensing of the facilities in conjunction with Tri-Dam Project staff and the Oakdale Irrigation District. Contracts for the sale of electrical power generated at the hydroelectric facilities expire at the same time and the District is evaluating how to best take advantage of this resource for its constituents, including the potential development of a retail electric business in addition to the continued subsidization of the District's irrigation water service.

The District is governed by a five member Board of



Directors, elected within service areas to four-year terms. The Board appoints a General Manager to lead overall operations. The District is well situated financially with a 2003 annual operating budget of \$6.9 million, in addition to a \$4.5 million capital improvement budget. The District's current 59 employees include 10 management positions such as the assistant general manager-controller, district engineer, and water superintendent. The District also employs an in-house general counsel who reports to the Board of Directors.

The District's location is rich in history and offers a wide array of recreational opportunities. Families can find many moderately priced housing options and a comfortable lifestyle.

## THE POSITION

The Water Treatment Manager/ Assistant General Manager, a new position, will be appointed by and report to the General Manager. The Water Treatment Manager will assist the General Manager with the general planning, coordination, and



supervision of all District water treatment and treated water transmission functions, and will be responsible for the daily operations of the water treatment facility and services. In addition to being the District's primary, in-house water treatment expert, the Water Treatment Manager may assist the General Manager in the development and implementation of other District policies and objectives and may perform the functions of the General Manager in the General Manager's absence.

The new Water Treatment Plant, which is scheduled for completion in May 2005, will initially produce 40 million gallons of water daily (mgd), and can be expanded to produce up to 60 mgd in the future. Utilizing membrane technology, this state of the art facility will be the largest of its kind in California. Water from the plant will be delivered to the participating cities via a 38-mile pipeline system that is also under construction. The new plant is expected to operate with a staff of 12-15 new employees, and an estimated \$5-6 million annual operating budget. Some water treatment staff will have shared duties with other District operations.

The Water Treatment Manager's initial focus will be on the hiring and training of plant employees, preparing and implementing new operational policies and procedures that will guide the plant's operation, developing budgets, assisting in construction management, and taking other steps related to the successful

operation of the plant. During and after construction the Water Treatment Manager will need to work closely with the General Manager, other district staff, consultants and officials from participating agencies. Once the plant is operational, the Manager's focus will shift to maintaining the plant's intended performance, coordinating activities with District staff, managing related budgets, improving procedures, and continuing staff development. The Water Treatment Manager will assist in representing the District in meetings with regulatory agencies, and will periodically attend meetings of the District Board and with those of participating agencies to report on the facility's operations.

## THE IDEAL CANDIDATE

The ideal candidate will be an experienced water treatment specialist and supervisor, with extensive knowledge of California surface water treatment facilities and standards, and excellent staff management and budgeting skills. This resourceful, results-oriented leader will bring significant project management, collaboration, and interpersonal skills and be familiar with construction and California water quality and regulatory issues. A background in engineering is desirable, but not required. Specific qualifications are as follows:

**Certification:** Possession of a valid Grade V Treatment Operator's certification and a valid Grade IV Distribution Operator's certification issued by California Department of Health Services are required.

**Experience:** Seven years experience independently performing treatment plant operation and distribution system duties including three years in a management or high level supervisory role.

**Education:** Equivalent to an Associate's degree from an accredited college or university with major coursework in engineering, chemistry, or a related field is expected. A Bachelor's degree is desirable.

### COMPETENCIES AND PERSONAL CHARACTERISTICS

In addition to the education, experience and leadership skills described above, the ideal candidate will be:

- loyal, with strong integrity
- able to develop and maintain a close and effective working relationship with the General Manager and other District staff
- experienced in staff development, training and employee relations







## COMPENSATION AND BENEFITS

The salary for the Water Treatment Manager/ Assistant General Manager is open and negotiable and will be based on the qualifications of the successful candidate. The District offers an attractive benefit package, including:

**PERS Retirement** – District provides employees with the Public Employees Retirement System (PERS) 2% at 60 plan, single highest year. The District participates in Social Security.

**Health, Life, Long Term Disability, Dental and Vision Insurance** – District provides health care insurance coverage for all full-time employees and eligible dependents. Employee cost depends on plan chosen. Life, long term disability, dental and vision insurance also offered. Coverage begins 60 days after first full month of employment.

**Holidays, Vacation and Sick Leave** – Paid holidays, paid vacation, and 12 days sick leave provided by the District.

**Continuing Education** – The District will support appropriate continuing education opportunities.

- resourceful; who knows and is able to deal effectively with key contacts in local, State and Federal agencies
- experienced in working effectively with a broad range of personalities
- energetic and proactive
- a team builder; committed to developing staff to their fullest potential
- calm under pressure; and possess a good sense of humor
- able to write, and speak effectively in public meetings
- accessible and responsive to customers and employees
- creative; brings new ideas and is open to those brought by others

For additional information about the District see their website at <http://www.ssjid.com>.

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The filing date for this position is **Wednesday, November 26, 2003**. To be considered for the position, please submit a resume with current and expected salary and three work-related references to:



A DIVISION OF  
**CPS** Human Resource Services  
FOR PUBLIC AGENCIES

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Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Candidates appearing best suited for the District will be reported to the General Manager. The General Manager will invite approximately 6-8 candidates to Manteca to participate in interviews in early January 2004. The District expects to make an offer of appointment in January following background and reference checks, and a final interview.